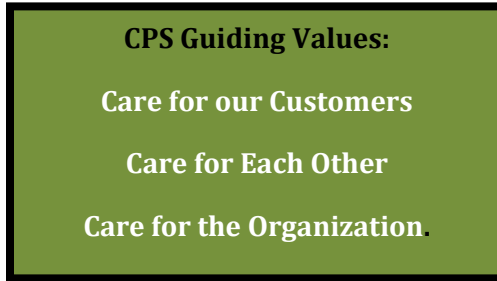


## EMPLOYEE BENEFITS

### COMPENSATION:

#### Market-Based Adjustments & Variable Pay Bonus Plans opportunities.



<b>Health &amp; Wellness</b>	Health Net HMO or PPO, Kaiser
<b>Dental Insurance</b>	Dearborn National PPO
<b>Vision Insurance</b>	VSP
<b>Flex Spending Accts</b>	Includes Medical Flexible Spending & Dependent Care Assistance
<b>EAP</b>	Employee Assistance Program available to employees and family members.
<b>Live Well, Work Well Programs</b>	Programs include fitness activities, massages, flu shots, social activities and other health related programs chosen by employee groups.
<b>Tuition Reimbursement</b>	We'll help you pursue further education that's relevant to what your do. \$2,500 allowance per year – you must receive a grade "B" to qualify.
<b>Training &amp; Development Programs</b>	CPS has an enterprise wide training program available to all employees provided on-site at the Sacramento headquarters and/or other locations.
<b>Parking/Transit Pass/</b>	CPS offers transit pass subsidies for those who ride public transit to/from work and we also provide free parking at the Sacramento office.
<b>Life &amp; AD&amp;D Insurance</b>	Automatic coverage at one times annual salary to max of \$100,000.
<b>Short Term &amp; Long Term Disability</b>	Short Term Disability Insurance coverage provided at 60% of salary. Long Term Disability coverage provided at 60% of salary once Short Term Disability is exhausted.
<b>RETIREMENT &amp; SAVINGS</b>	CPS does not participate in social security, so no contribution is required of employees. CPS is a member of CalPERS and has a defined contribution pension plan which is rare and richer than most private sector 401k plans.
<b>457 DC Plans</b>	We provide access to two 457 DC Plans through CalPERS and Nationwide Retirement solutions.
<b>Work/Life:</b>	Flexible Schedules and Telework. CPS values and guiding principles emphasize attaining balance in work life, home life and health.

<p><b>Time Off:</b></p>	<p><b>PTO:</b></p> <p><b>1<sup>st</sup> Year: 13 days</b></p> <p><b>4<sup>th</sup> Year: 18 days</b></p> <p><b>12<sup>th</sup> Year: 22 days</b></p> <p><b>Holidays Observed</b></p> <p><b>New Year's Eve (January)</b></p> <p><b>New Year's Day (January)</b></p> <p><b>Memorial Day, (May)</b></p> <p><b>Independence Day (July)</b></p> <p><b>Labor Day, (September)</b></p> <p><b>Thanksgiving &amp; Day After (November)</b></p> <p><b>Christmas Eve &amp; Christmas Day (December)</b></p> <p>Our offices close December 24<sup>th</sup> thru January 1<sup>st</sup> allowing time to enjoy the holidays with family and friends. This closure consists of 4 company paid holidays and employees are required to use 3 days of PTO.</p> <p><b>LTS:</b> Long Term Sick – 6 days per year.</p>
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